

# Xander Hartmann

xander\_hartmann97@gmail.com | 1-314-439-2276 | Fort Pabloport, Saint Helena | <https://linkedin.com/in/Xander.Hartmann64>

## PROFESSIONAL SUMMARY

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Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

## WORK EXPERIENCE

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### HR Business Partner — Hegmann Inc (2022 - 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 25%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Business Partner — Homenick Inc (2023 - 2025)

- Implemented a performance review program which improved engagement scores by 18 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Manager — Toy and Sons (2024 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 181 roles across EMEA/US, reducing time-to-hire by 26%.
- Implemented a performance review program which improved engagement scores by 6 points.

### HR Manager — Raynor, Goldner and King (2018 - 2019)

- Implemented a performance review program which improved engagement scores by 20 points.
- Led recruitment for 189 roles across EMEA/US, reducing time-to-hire by 17%.

### HR Manager — Douglas, Stroman and Feest (2022 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 6%.

## CORE SKILLS

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### Talent

Recruitment

### Operations

Benefits Administration • HRIS (Workday/BambooHR)

### People Practices

L&D • Succession Planning

### Compliance

Employment Law • Workplace Investigations • Diversity & Inclusion • GDPR

## ACADEMIC BACKGROUND

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B.A. Business Administration, Weimann, Harvey and Rogahn College (2025)

## CERTIFICATIONS

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- CIPD Level 5/7
- SHRM-CP